

**PAY RANGE:** \$6123 - \$7442 per month (\$35.32 - \$42.93 per hour)  
\$73,484 - \$89,321 per year

**BENEFITS:**

Medical: **No cost to employee (Kaiser: Employee + Family)**

Dental: **No cost to employee**

Retirement: •3% at 55/Tier 2\*  
(CalPERS; Employee deduction: 9%)  
•2.7% at 57/Tier 3  
(CalPERS; Employee deduction: 9%)  
•457 Deferred Compensation Plan

**SCHEDULE:** 4/10 or 3/12.5 schedule (patrol)  
Graveyard: \$160 per pay period (differential)  
Swing: \$80 per pay period (differential)

**EDUCATION INCENTIVES:**

Associates Degree: \$200 per month  
Bachelors Degree or advanced POST: \$300 per month  
Bachelors AND advanced POST: \$350 per month  
Masters Degree or higher: \$400 per month

**UNIFORMS:**

Equipment/uniforms are provided, with \$300 annual laundry allowance.

**VACATION:**

•80 Hours (0-4 years of service) •160 Hours (10-14 years of service)  
•120 Hours (5-9 years of service) •200 Hours (15+ years of service)

**SICK LEAVE:** 96 hours/year

**HOLIDAYS:** 7 hard holidays and 40 hours of floating holidays per year

**BILINGUAL PAY:** \$200 per month for Spanish (fluent)

**LONGEVITY PAY:** 15+ years: 3% increase in base pay

**RETIREMENT MEDICAL TRUST (RMT):** City contribution of \$100 per month for each POA member.

*\*Current Peace Officers hired by CVPD as Lateral Officers are eligible to be hired under the Tier 2 retirement formula (3% at 55) if they are coming from an agency that has reciprocity with CalPERS, and there is no break in service that exceeds 6 months.*

*\*\*Qualified Lateral Officers may be eligible for a New Hire Lateral Incentive Pay of up to \$5000. Qualified Academy graduates may be eligible for New Hire Incentive Pay of \$1000.*

**www.chulavistapd.org • Careers: (619) 585-5652**

**POLICE FACILITY FEATURES:**

- Officers memorial wall
- 25 year employee recognition wall
- High Tech conference/training rooms
- Physical fitness training room
- State-of-the-art 9-1-1 Dispatch Center
- Computerized report writing stations
- Men and women's locker rooms
- Firearms Training Simulator (F.A.T.S.)
- Forensic crime lab
- Inviting courtyards
- 46-bed jail
- Technology center
- Indoor "lead-free" firing range
- Expansive evidence warehouse
- Three-tiered parking structure

**CAREERS**



POLICE DEPARTMENT  
315 Fourth Avenue  
Chula Vista, California 91910

**www.chulavistapd.org**  
**Career Hotline: (619) 585-5652**

**CHULA VISTA  
POLICE DEPARTMENT**

PROTECTING TODAY,  
SECURING TOMORROW





## FREQUENTLY ASKED QUESTIONS

**Q: Are you currently hiring/testing?**

A: We hire police recruits and lateral police officers on an ongoing basis.

**Q: What are the minimum requirements?**

- Be 21 years of age with a high school diploma (no upper age limit)
- Have vision corrected to 20/40 and be physically fit
- Have a valid California drivers license
- Obtain US citizenship within three years of applying
- Have good moral character

**Q: Where is the police academy?**

A: Selected candidates will attend a six-month regional police academy at Miramar College. Uniforms, equipment and books will be provided.

**Q: What is the testing process?**

A: • The written examination includes reading comprehension, English grammar, sentence construction, vocabulary, and spelling  
• A Physical Agility Test (PAT) is required for police officer recruits: 1.5 mile run within 15 minutes; obstacle course within 3:30 minutes  
• An oral interview  
• A comprehensive background, to include truth verification, psychological examination, and medical examination

**Q: What should I study for the written exam?**

A: • The public library or local bookstores have literature on Entry Level Law Enforcement Officer examinations.  
• Improving reading comprehension is a key component of the exam.  
• Read each question carefully. Choose the best possible answer. Try to answer every question; those left blank will be incorrect.  
• For more information, visit [www.post.ca.gov](http://www.post.ca.gov)

**Q: How long does it take to get hired?**

A: The Chula Vista Police Department hires several times a year. Completion of the hiring process averages about six months.

## A MESSAGE FROM THE CHIEF

Welcome to the CVPD. We're a progressive organization that welcomes diversity, encourages innovation, and rewards employee performance. The CVPD promotes employee involvement in decision-making and problem solving. Through this commitment to inclusiveness, the CVPD receives strong support and an exemplary approval rating from the community.

There are significant opportunities for career advancement through the CVPD. We're seeking motivated individuals who are beginning their careers, as well as those interested in a career change. Prior law enforcement experience is welcome but not required.

If you have questions, please visit our website at [www.chulavistapd.org](http://www.chulavistapd.org) or call (619) 585-5652. *Thank you for your interest.*



David Bejarano  
Chief of Police

*D. Bejarano*

## PATROL DIVISION

Protecting residents and visitors of Chula Vista 24/7. This uniformed division embraces the concept of community oriented policing and strives to further enhance its partnership with the community.

## TRAFFIC BUREAU

Providing a safe driving environment by enforcing traffic laws and increasing traffic awareness.

## DETECTIVE BUREAU

- Crimes of Violence Unit
- Family Protection Unit
- Property Crimes Unit
- Special Investigations Unit
- Narcotics Enforcement Team
- Professional Standards Unit

## SPECIALIZED UNITS

- SWAT
- Mobile Field Force
- K9
- Crisis Negotiating Team
- School Resource Unit
- Street Team / Gang Suppression Unit
- Bicycle Patrol
- Community Relations
- Participation in over 10 Local, State, and Federal Task Forces.